



DELTA PHI EPSILON

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INTERNATIONAL ALCOHOL, HAZING AND RISK MANAGEMENT POLICY & PROCEDURES (Revised February 2021)

Delta Phi Epsilon Sorority strives to create a sense of belonging for all members while recognizing true belonging can only occur if one's basic needs – primarily one's health and safety – are met. Maintaining data-driven risk management policies and procedures that align with student practices, industry standards, and Delta Phi Epsilon's philosophy on health and wellness is vital to ensuring a safe and healthy space to cultivate belonging.

With that said, Delta Phi Epsilon is not a police state. It employs no law enforcement agents, nor was it founded to do so. It regards its members as students of the host college or university first and expects members to abide by federal and state laws, as well as the policies and regulations of the respective host institution.

Additionally, Delta Phi Epsilon maintains its own policies and procedures by which all members are expected to abide. Failure or any member to abide by the following policies and procedures may be punishable by suspension or expulsion of membership, removal from elected or appointed office, or suspension or revocation of a chapter's charter.

Member safety and well-being is of utmost importance within Delta Phi Epsilon, and the following policies and procedures provide the foundation for ensuring a healthy and safe membership experience exists for all.

Section I: Appointments

During officer elections, a Vice President of Operations and Risk Management Coordinator should be elected by the chapter to oversee all aspects of risk management and education. Additionally, in accordance with Team Excellence structure, there should be additional team members appointed and/or selected to serve on the Risk Management team.

The names of the Vice President of Operations and Risk Management Coordinator should be reported to the International Headquarters in alignment with other officer updates each year. The purpose of the Risk Management team shall be to review and manage all areas of potential chapter/establishing chapter liability and implement a risk and harm reduction plan. This team should also seek advice and counsel on risk management and prevention from chapter advisors, International Headquarters staff, and the local college or university.

Section II: Education of New and Initiated Members

- A. Risk Management Program: To be conducted for the entire chapter/establishing chapter once per term, to include the new member class, if applicable. Topics could include but are not limited to: alcohol and other drugs, sexual violence awareness, bystander intervention, hazing awareness and prevention
- B. For housed chapters:
 - a. Fire Prevention Program: To be conducted for the entire chapter/establishing chapter once per term and for each new member class; shall include fire drills, posting and discussion of evacuation routes, etc.

Section III: Alcohol and Event

The following policies apply to undergraduate chapters and establishing chapters in the area(s) of alcohol consumption and chapter events hosted, sponsored, or co-sponsored with alcohol.

AEP1: Delta Phi Epsilon members and guests must comply with all federal, state, provincial, and local laws. No person under the legal drinking age may possess, consume, provide, or be provided alcohol beverages.

AEP2: Delta Phi Epsilon members and guests must follow the federal law regarding illegal drugs and controlled substances. No person may possess, use, provide, distribute, sell, and/or manufacture illegal drugs or other controlled substances while on Delta Phi Epsilon premises or at any activity or event sponsored or endorsed by the Delta Phi Epsilon chapter.

AEP3: Alcoholic beverages must either be: provided and sold on a per-drink basis by a licensed and insured third-party vendor (e.g., restaurant, bar, caterer, etc.); OR brought by individual members and guests through a bring your own beverage (“BYOB”) system. The presence of alcohol products above 6% alcohol by volume (“ABV”) is prohibited at any Delta Phi Epsilon event, except when served by a licensed and insured third-party vendor.

AEP4: Common sources of alcohol, including bulk quantities, which are not being served by a licensed and insured third-party vendor, are prohibited (i.e., amounts of alcohol greater than what a reasonable person should consume over the duration of an event).

AEP5: Alcoholic beverages must not be purchased with chapter funds or funds pooled by members or guests (e.g., admission fees, cover fees, collecting funds through digital apps, etc.).

AEP6: Delta Phi Epsilon chapters must not co-host or co-sponsor, or in any way participate in, an activity or event with another group or entity that purchases or provides alcohol. Delta Phi Epsilon prohibits chapter events held in conjunction with, co-sponsored by, or at the invitation of male fraternities or other student organizations whose recognition has been withdrawn by the host institution because of disciplinary or risk management issues.

AEP7: Delta Phi Epsilon chapters must not co-host or co-sponsor an event with a bar, event promoter, or alcohol distributor; however, a chapter may rent a bar, restaurant, or other licensed and insured third-party vendor to host a chapter’s event.

AEP8: Attendance by members and non-members at any event where alcohol is present must be by invitation only, and the chapter must utilize a guest list system. Attendance at events with alcohol is limited to a 3:1 maximum guest-to-member ratio and must not exceed local fire or building code capacity of the host venue.

AEP9: Any event or activity related to the new member joining process (e.g., recruitment, intake, rush, etc.) must be substance free. No alcohol or drugs may be present if the event or activity is related to new member activities, meetings, or initiation into an organization, including but not limited to “bid night,” “big/little” events or activities, “family” events or activities, and/or any ritual or ceremony.

AEP10: Delta Phi Epsilon members or guests must not permit, encourage, coerce, glorify, or participate in any activities involving the rapid consumption of alcohol, such as drinking games.

AEP11: Delta Phi Epsilon members may not wear the Delta Phi Epsilon crest when drinking alcoholic beverages.

AEP12: Alcoholic beverages shall not be served, kept, or consumed in Delta Phi Epsilon chapter houses, lodges, suites, meeting rooms, or on surrounding property, in housing or meeting space, or on surrounding property represented by the chapter to the public as being the official Delta Phi Epsilon house or official Delta Phi Epsilon property, even if the property is not leased or titled in the name of Delta Phi Epsilon.

AEP13: No chapter events hosted, sponsored, or co-sponsored with alcohol may extend overnight.

AEP14: Procedures for events should be followed as outlined by the international headquarters.

Section IV: Possession and/or Use of Drugs

PUDP1: Delta Phi Epsilon chapter members and guests must follow the federal law regarding illegal drugs and controlled substances. No person may possess, use, provide, distribute, sell, and/or manufacture illegal drugs or other controlled substances.

Section V: Human Dignity

Anti-Hazing Policy

HDP1: No chapter, establishing chapter, student, or alumna shall conduct, participate in, or condone hazing activities. Permission or approval by a person being hazed does not justify hazing or warrant lessening the appropriate penalty for hazing activities. New, initiated, or alumnae members who allow any member to be hazed, regardless of whether they directly participate in the hazing activity, are considered to have violated the anti-hazing policy. Any member who is aware of planned, attempted, or previous hazing activities and does not report those will also be found in violation of this policy – bystander behavior has no place in Delta Phi Epsilon. Hazing activities are defined as: “Any action taken, or situation created, intentionally or recklessly, whether on or off sorority premises, to produce mental anguish, physical discomfort, embarrassment, harassment, ridicule of any individual and/or the abuse of power over another individual.” Delta Phi Epsilon will also consider any other conduct defined as hazing by applicable state and/or local law or institutional policy as hazing under this policy.

Anti-Bullying Policy

HDP2: No chapter, establishing chapter, student, or alumna shall participate in bullying. Bullying activities are defined as: “Any gesture or written, verbal, graphic, or physical act (including electronically transmitted acts – i.e., cyberbullying, through the use of internet, cell phone, computer, or wireless handheld device, currently in use of later developed and used by students) that is reasonably perceived as dehumanizing, intimidating, hostile, humiliating, threatening, or otherwise likely to evoke fear of physical harm or emotional distress. Additionally, this includes any form of retaliation against individuals who report or cooperate in an investigation under this policy. Delta Phi Epsilon will also consider any other conduct defined as bullying by applicable state and/or local law or institutional policy as bullying under this policy.

Section VI: Sexual Misconduct

SMP1: Delta Phi Epsilon will not tolerate or condone any behavior on the part of its members, acting individually or together with other members or with others, that:

1. Is demeaning to men or women on the basis of their gender, including verbal or physical harassment;
2. Is sexually abusive, physically or emotionally, toward any individual;
3. Contains inappropriate sexual content;

This policy applies to, among other things, any t-shirts, social themes, activities, or events, whether on chapter premises or an off-site location. The employment or use of strippers, exotic dancers, or similar, whether professional or amateur, at a sorority event as defined in this policy is prohibited. Any member who encourages or coerces another member, applicant to membership, or potential member into such behavior is also guilty of sexual misconduct.

Section VII: Retaliation

RP1: Delta Phi Epsilon will not tolerate retaliation, in any form, against any member, new member, or non-member, who makes an allegation, files a report, serves as a witness, assists a complainant, or participates in a policy violation investigation. Overt or covert acts of retaliation against an individual or group for exercising rights or responsibilities under this policy will be subject to appropriate and prompt judicial action. Violators will be held accountable through the organization's judicial process and face disciplinary action.